

Employer focused newsletter keeping you updated on all things OMNI.

## Did you know U.S. OMNI now offers HR Compliance Services?



ACA



COBRA



FMLA



HR  
NOTICES

U.S. OMNI's HR compliance services provide an array of full administration services, including ACA, FMLA, COBRA administration, distribution of required employer notices, and customized benefit plan documents. These services enable a seamless and efficient onboarding process through ONE SOURCE and ONE SECURE PORTAL. Your staff can continue to utilize the same OMNI secure portal for both retirement plan administration and benefits compliance services.

For assistance and questions regarding our new HR compliance services, OMNI has created a Client Relations Manager (CRM) Team. The CRM team consists of several members of our Compliance Department here at OMNI. Among them, Erica Wheat, Tracy Kleisley, and Erik Hyde, who have decades of compliance experience.

Each member of OMNI's Client Relations Team has undergone extensive training to gain a Certified Professional Compliance Administrator (CPCA) credential. This has ensured their ability to assist with any questions relating to the Affordable Care Act (ACA) compliance, as well as FMLA and COBRA administration.

"HR Compliance services like ACA tracking and FMLA administration mesh perfectly with the 403(b) and 457(b) services utilized by most OMNI clients. Our CPCA designation ensures that we can help our clients benefit from these services," says Tracy Kleisley.

Contact your assigned CRM regarding any 403(b), 457(b), or HR Compliance matter today using the contacts listed to the right.

**FOLLOW U.S. OMNI for valuable 403(b), 457(b) and HR compliance service news & information**

### GAIN ACCESS TO:

- New service offerings
- Industry articles
- Tradeshow announcements
- Newsletters
- Webinar information
- Educational materials

**Keep an eye out for promotions and contests to win great prizes!**



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## Meet OMNI's Client Relations Managers



**Tracy Kleisley**

877.544.6664 x 168

tkleisley@omni403b.com



**Erik Hyde**

877.544.6664 x 150

ehyde@omni403b.com



**Erica Wheat**

877.544.6664 x 296

ewheat@omni403b.com

Erica, Tracy, and Erik have decades of compliance experience between them. In their new role, they will continue to assist their clients with day-to-day 403(b) and 457(b) concerns, as well as more advanced HR Compliance matters.

### Zach Keep

Director of Compliance & Clients Relations Manager



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## New Regulations to Make Note of

### 403(b)

As of January 1, 2020:

- No longer a 6 month suspension of contribution after a hardship withdrawal.
- No loan requirement prior to obtaining a hardship.
- A new option for a hardship withdrawal relating to a FEMA disaster.
- Non-elective/matching contributions can be included in hardship amount if held in certain accounts.
- Required Minimum Distribution (RMD) age has increased from 70 ½ years to 72 years old.
- A new distribution option that permits a one time \$5,000 distribution for the birth or adoption of a child.

The IRS recently issued new regulations impacting 403(b) and 457(b) retirement plans. Below are some key takeaways.

As of January 1, 2020:

### 457(b)

- A plan sponsor may permit in-service withdrawals at age 59 ½ instead of 70 ½.
- There is no longer a 6 month deferral suspension of contributions after an unforeseeable emergency.



## Look for U.S. OMNI at these upcoming conferences

March 10 | **MASBO Solutions Fair**  
 March 17 - 20 | **Pennsylvania ASBO**  
 March 29 - April 1 | **California ASBO**  
 April 15 - 17 | **Nebraska ASBO**  
 April 15 - 17 | **Colorado ASBO**  
 April 20 - 21 | **Utah ASBO**  
 April 21 - 23 | **Michigan SBO**  
 April 21 - 23 | **Southeastern ASBO**  
 April 21 - 24 | **Ohio ASBO**  
 April 22 - 24 | **Kansas ASBO**  
 May 5 - 8 | **Washington ASBO**  
 May 6 - 8 | **Indiana ASBO**

## Dedicated Specialists



Client Relations Manager



Remittance Specialist